



Manning Control Authority (BUPERS)

30 April 2003

MCAB Major Manpower Claimants,

Below are a few things that are worth reading:

Location SRB:

Unfortunately I didn't receive that many replies back from the MMC's when I requested inputs on which activities under your charge you felt should be entitled to Location SRB (in order to entice personnel to accept orders to the command). I do appreciate the responses I did receive and I was able to incorporate most of the inputs into my Location SRB Update Request. As with any Navy program, approval will be based on the available dollars that is given to the program. In the case of Location SRB, I should be hearing something back in three months. As soon as it gets finalized, I will email each of you the new updated Location SRB List.

WEPP Pilot Program for MMC's: WEPP stands for Web Enabled Portal Program, which is an online database used by NPC, all three MCA's, and EPMAC to process manning proposals. Before WEPP came along, all manning proposals (order cancellation requests, ADREQs, diverts, cross-decks, etc) were handled by emails from EPMAC to the respective MCA. With WEPP, proposed manning actions are electronically routed from the originator to the MCA via the EPMAC Rating Specialist and Readiness Placement Coordinator. Currently, WEPP events are not routed through MMC's but are sent directly to MCAB for approval or disapproval. In order to get MMC's more involved in the manpower and manning details, MCAB extended an invitation to six MMC's to become part of the process. Out of the six, three accepted. Early indications show that it is an invaluable tool for the MMC's. As with any process, WEPP requires daily diligence...you have to check the "online inbox" at least three times a day to ensure incoming transactions are processed quickly. If you are interested in participating in WEPP, contact LT Will Rushing at DSN 882-4132.

Manpower Conferences (just food for thought):

MCAB had earlier attempted to host a MMC/MCAB conference in Millington, TN. However, several factors cancelled the initiative (Operation IRAQI FREEDOM, monetary constraints, etc). However, several MMC's have taken the lead by hosting their own Manpower Conference and are using the opportunity to have NPC and EPMAC reps talk to their subclaimants. If you would like to host a similar conference, NPC and EPMAC would be more than willing to participate and give presentations upon any topic of your choosing. Sometimes we (NPC and EPMAC) might have the travel funding, sometimes not. Just call ahead and ask. It's a perfect opportunity to get knowledgeable on manning issues and concerns.

NMP (Navy Manning Plan) – Can I get it set to equal BA?

MCAB has received a rash of requests for a command's NMP to be set to equal the command's BA. As you know, NMP is based on a projected level of assets for a composite (sea, shore, sub) and the total billets authorized. NMP attempts to find the most equitable level of manning for each activity. As the number of billets fluctuates, NMP fluctuates. Also, as the assets for a particular rate fluctuate (based on attrition, conversions to other rates, HYT, and recruitment), NMP fluctuates. If you have a BA for one YNC but NMP is for a YN1, the system is telling you that there just aren't enough YNC's to go around and the chances of getting a Sailor is better if the requisition is for a YN1 vice a YNC.

If your total NMP drops below BA, the system is stating that there are not enough assets (Sailors) to meet your BA. Assigning Priority 3 to a rating does not cause NMP to equal BA...it only gives your outstanding reqs higher priority. If MCAB were to set NMP to equal BA, it would generate more requisitions (on top of the ones that can not be filled).

The only solution is for the MMC to provide NMP compensation from one command and have MCAB apply it to the other command. For example, if UIC 12345 has BA for 4 YN2's but NMP is driving at 3 YN2's, a MMC can ask MCAB to move an YN2 NMP from UIC 67890 and apply it to UIC 12345. MCAB will in turn reduce the YN2 NMP by one at UIC 67890 and increase the YN2 NMP at UIC 12345 by one. One thing to note: the NMP you use as compensation cannot have someone filling it (it has to be unencumbered). Clear as mud?